

August 2013



# THE DISPATCH

Washington State Criminal Justice Training Commission

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## The WSCJTC In The News

The Washington State Criminal Justice Training Commission, showcasing the recruits and training of Basic Law Enforcement Academy Class 689, was front page news of the *Seattle Times* on July 13, 2013. To read Steve Miletich's article titled Police Academy 2.0: Less military training, more empathy, please go to:

[http://seattletimes.com/html/localnews/2021389398\\_policeacademyxml.html](http://seattletimes.com/html/localnews/2021389398_policeacademyxml.html).

Director Rahr has received a lot of feedback on the article. Based on a conversation she had with Kennewick Police Sergeant Jack Simington, she was compelled to write the following article.

### What's Up With the Change in Philosophy at the Academy?

*(Note – After the Seattle Times published a three-page article titled, “Police Academy 2.0, Less military training, more empathy” Kennewick Police Sergeant Jack Simington had the guts to challenge me directly about the changes currently underway at the academy. He helped me realize that although I had kept the Commission and Chiefs and Sheriffs apprised of these changes, I had failed to communicate the reasons for these changes to the stakeholders most affected by the changes – cops in the field. This is my belated attempt to explain what we’re doing and why and to get your feedback. I’m very grateful to Jack!)*

Should we train cops in a military style boot camp like we do soldiers? On the surface it makes sense. Both wear uniforms and carry guns, both need to be proficient in the use of weapons and physical control tactics, both have a dangerous job, and both have to be prepared for attack by human predators.

It's when you look below the surface, to the fundamental missions, that the similarities are not so similar. Soldiers conquer; police protect. Soldiers deploy in groups and follow the orders of a leader. In policing, deployment is usually done with a single officer and there is rarely a supervisor on scene to give orders. In war, the rules of engagement are known before going into battle. In policing, the rules of engagement evolve as the incident unfolds, and it's up to the judgment of the individual officer to make that call.

Both the police and military have used a “boot camp” model for basic training. The main purpose of this model is to instill blind obedience to orders and unquestioning submission to authority. I don't know about you, but during my three decades in law enforcement I can't think of many situations where I had to blindly follow orders from a supervisor about how to handle a call. Usually the first officer on scene at a patrol call decides how to handle it. There are rarely orders to follow. In reality police officers most often operate in the field as independent thinking leaders. Why do we train them using a model designed to create obedient, submissive followers? Do they have to follow rules on policies? Of course! But they have to *figure out* how the rules and policies apply to the millions of potential variables at each individual call.

When I was hired to be the Executive Director of the Washington State Criminal Justice Training Commission last year I accepted the responsibility to train the next generation of cops. I have taken that responsibility very seriously and feel personally responsible for preparing them to do their jobs effectively and to go home alive at the end of their shifts. It is with this motivation that I started to question how we train recruits.

Upon my arrival at the academy last year, I was surprised to see how militaristic the academy environment had become since I went through in '79 (BLET 114). I started asking our training cadre

## ADMINISTRATION

### Continued: WSCJTC In The News

questions, such as, “What is the purpose of bracing?” and, “How does it better prepare new officers to do their job?” This protocol seemed counterproductive to me because I’d heard complaints from Chiefs, Sheriffs, and FTO’s about how these “new kids” (Gen Y) don’t know how to talk to people. So why do we require them to snap to attention and *stop talking* when they encounter academy staff in the hallways? I suggested that we make them do something harder...require them to *initiate* a conversation instead of snap to attention. Now that’s a skill they’re going to need on the street. It requires them to demonstrate situational awareness and *think* on their feet. It requires them to demonstrate confidence, eye contact, and command presence; three other skills found most lacking in new recruits.

Don’t get me wrong, I’m not advocating that we allow recruits to greet academy staff as their buddies, or that we ignore proper decorum, titles, or chain of command. These demonstrations of respect and decorum are necessary and important and will continue to be reinforced.

The next question I asked was, “Why do we use physical exercise as *punishment*?” These are not a bunch of adolescents that need to run off energy. I want every ounce of our recruits’ energy going into defensive tactics drills, so when they hit the street those skills are so deeply engrained they can do them in their sleep. I want them to be completely confident in their ability to protect themselves...not just do lots of pushups and run laps.

So the natural question arises, “How do you hold them accountable for rule violations or failures to follow orders?” I suggested that if a recruit comes to class late, they have to give a speech in front of the class about having respect for the rest of the team. If they forget a piece of safety equipment on their belt, make them present a lesson to the class about the importance of that piece of equipment. Again, make them *think*, make them *talk*, and make them *demonstrate* command presence. Ensure that they, and the rest of the class, never forget about that piece of equipment again.

Please don’t misconstrue that by moving away from physical punishment we’re backing off one bit from enforcing rules or demanding that they be followed, as just the opposite is true. We’re making the consequence more memorable and mentally painful. Experience shows this has a longer lasting impact.

I believe if we expect our new recruits to be critical thinkers, who can make quick life and death decisions, we need to have higher expectations and demand they operate at a much higher intellectual level. We need to do training that is more in line with military officer training than boot camp. This doesn’t mean we’re making the academy easier; we’re actually making it harder.

We’re not backing off from the physical standards either. Rather, we’re focusing more training time on skills than general physical fitness. We only have 720 hours to teach these recruits to be safe. We can’t afford to waste valuable training time on something they should do on their own time.

Many cops, with whom I’ve debated this issue, argue that we need to ‘keep the new recruits in their place’ by essentially treating them like grunts and verbally abuse them a little so they’ll show appropriate deference and have respect for senior officers and the chain of command. I don’t know about you but when I’ve had supervisors humiliate me, it made me resent them, not respect them. The supervisors I respected, and worked for the hardest, were the ones who were decent to me and gave me a little encouragement.

Bottom line: If we teach that physical punishment and verbal abuse are the way to gain respect, why are we surprised when less skilled officers default to that kind of behavior on the street?

There is also a non-scientific but deeply felt reason why I personally support moving away from the boot camp model, and it is because we have many former members of the military in our classes. These are the brave warriors that fought our wars and made great personal sacrifices for our country. Frankly, it wouldn’t be right for our trainers to treat them like crap. We have recruits who are graduates of West Point, who have been combat pilots, and who were members of Special Forces. It would just be embarrassing for civilian trainers to employ pseudo military tactics on our brave soldiers who have already paid their dues on the battlefield.

This modified training approach aligns with our overarching shift in philosophy best described, I think, as “moving from a culture of warriors to guardians.” It’s important that I clarify what is meant by the term, “Guardian.” A Guardian is not a customer service rep or a kinder, gentler version of Warrior. The role of a Guardian is much more complex, requires a higher level of maturity, and greater skill. A Guardian has to be just as tough and fight just as fiercely as a Warrior when necessary, but has to do it with skill, within the law, and under relentless scrutiny. The “warrior spirit” is one *facet* of the Guardian’s role, but it is not the primary identity.

## ADMINISTRATION

### Continued: WSCJTC In The News

The idea of cops as Guardians is not new. We've all know good cops who kept these competing roles in balance. It only makes sense to teach that balance in basic training. We do our recruits no favor if we train them to behave as Warriors in all circumstances. To do so sets them up to create unnecessary resistance and risk of injury. Teaching them the appropriate balance improves their safety.

We're not making the academy kinder and gentler. We're not trying to placate politicians or the public. We're making the training more germane to the reality of police work. It's more physically and mentally demanding so our recruits are better prepared to go out in the field with greater confidence and stronger critical thinking skills so they go home alive at the end of their shift. I know I'm challenging deeply held beliefs and traditions, and I expect some will disagree with me. That's OK. Cultural change doesn't happen overnight, and I don't mind debating the finer points of how we should train our newest cops. I welcome your input and challenges to these new ideas, and I can be reached at [srahr@cjtc.state.wa.us](mailto:srahr@cjtc.state.wa.us).

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### The WSCJTC Welcomes Two Interns in Information Technology



My name is Travis Jones. I was born in Anderson, IN, and raised in Sandusky, OH. I graduated from Sandusky High School in 1994. In 1995, I joined the United States Army and completed three years as an M1A1 Tanker with an honorable discharge.

In 1998, I attended Pierce College's Pre-employment Correctional Officer Program and began working at McNeil Island Correctional Center. In 2005, I started working for DSHS on McNeil Island at the Special Commitment Center where I am still currently employed. I attended Clover Park Technical College in March of 2012 and graduated in August 2013. I am a member of Phi Theta Kappa and finished with a GPA of 3.84. I was recently hired by the WSCJTC on July 16, 2013, as an Information Technology Technician 1.

My hobbies are pro and college level football and basketball, bowling, darts, and last, but not least, billiards. In 2004, I won a local and regional pool tournament with my ticket being punched to play in Las Vegas, where I ended up losing.

I currently reside in Spanaway, WA. I can be contacted at [tdjones@cjtc.state.wa.us](mailto:tdjones@cjtc.state.wa.us).



My name is Dustin Smith. I started working at the WSCJTC in July as an IT Technician – Help Desk Intern. My duties consist of providing technical support relating to networks, computer systems, and software. It has been a great experience working with the staff and people associated with the WSCJTC.

I grew up in Montana and was brought to the Puget Sound area when I enlisted in the U.S. Army. While in the Army I worked with military communications networks. I'm currently an information technology major with Colorado State University's Global Campus and will be graduating in 2014. I enjoy being outdoors and spending time with my wife, daughter, and two dogs. I'm working on obtaining my Sport Pilot License, and I try to fly about once a week out of the Tacoma Narrows Airport.

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### Washington Administrative Code (WAC): Proposed Changes

Changes are being proposed to the following WACs. If you would like information about the changes, contact Sonja Hirsch, Rules Coordinator, at [shirsch@cjtc.state.wa.us](mailto:shirsch@cjtc.state.wa.us) or 206/835-7372.

**WAC 139-05-210: Basic Law Enforcement Certificate of Equivalency**

**NEW WAC 139-05-241: Sponsored but Non-employed Applicants to the Basic Law Enforcement Academy**

**WAC 139-06-140: Hearing on Petition for Eligibility for Certification or Reinstatement of Certification**

# BASIC LAW ENFORCEMENT ACADEMY

## Congratulations BLEA Class 691 Graduates!

<ul style="list-style-type: none"> <li>• ALBERTSON, Brian: King Co. SO</li> <li>• ALDRICH, Caitlin: Pierce Co. SO</li> <li>• ARNOLD, Derek: King Co. SO</li> <li>• BOWMAN, Jordan: Pend Oreille Co. SO</li> <li>• BRAHS, Anna: Seattle PD</li> <li>• BRIELS, Adam: Bothell PD</li> <li>• BUETOW, Evan: King Co. SO</li> <li>• BULLARD, Brett: Seattle PD</li> <li>• BUTLER, Michelle: Fife PD</li> <li>• CAFFREY, Peter: King Co. SO</li> <li>• CARTER, Corey: Seattle PD</li> <li>• GORDILLO, Canek: Seattle PD</li> <li>• GOSS, Robert: Tieton PD</li> <li>• GRAY-MCVEY, Shaunte: Seattle PD</li> <li>• HANCOCK, Robert: Seattle PD</li> </ul>	<ul style="list-style-type: none"> <li>• HANDLEY, Joseph: Upper Skagit Tribal PD</li> <li>• HEWITT, Brian: Seattle PD</li> <li>• JONES, Andrew: Sauk Suiattle Tribal PD</li> <li>• MCCOMAS, Allan: South Bend PD</li> <li>• MENDOZA, Jamie: Othello PD</li> <li>• REXACH, Michael: Mukilteo PD</li> <li>• RHEA, Jarrell: Auburn PD</li> <li>• SA'AU, Failautusi: Seattle PD</li> <li>• SCHAFER, Corey: Yakima PD</li> <li>• SHEPARD, Aaron: Chelan Co. SO</li> <li>• WALKER, Grant: Island Co. SO</li> <li>• WARE, Garrett: Bothell PD</li> <li>• WILLIAMS, Mark: Yakima PD</li> <li>• WYNKOOP, Matt: King Co. SO</li> </ul>	Graduation Date: August 1, 2013
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## BASIC LAW ENFORCEMENT ACADEMIES

SESSION	SELECTION DATE	PAT DATE	START DATE	GRAD DATE
692				09/17/2013
693				10/10/2013
694				11/13/2013
Equivalency				9/26/2013
695			8/8/2013	12/17/2013
696	8/27/2013	9/10/2013	9/25/2013	2/6/2014
Equivalency	9/9/13	N/A	10/22/2013	12/19/2013
697	10/8/2013	10/22/2013	11/05/2013	3/20/2014

## Welcome BLEA Class 695!

<ul style="list-style-type: none"> <li>• BARKER, Scott: Seattle PD</li> <li>• BLACKMORE, Cindy: Kennewick PD</li> <li>• BLISS-MILLER, Amy: Fish &amp; Wildlife</li> <li>• BRITNEY, Samantha: Seattle PD</li> <li>• CLARK, Patrick: Edmonds PD</li> <li>• COFFIN, Siitupe: Kent PD</li> <li>• DIETZ, Brandon: Thurston Co. SO</li> <li>• ECKERSLEY, David: Spokane PD</li> <li>• FISHER, Ryan: Kennewick PD</li> <li>• GANEM, Robert: Seattle PD</li> <li>• GIBERSON, Forrest: Seattle PD</li> <li>• GRESHOCK, Jacob: Fish &amp; Wildlife</li> <li>• GROOM, Daryl: Spokane PD</li> <li>• JAMES, Christopher: Seattle PD</li> <li>• LANTAGNE, Patrick: Lynnwood PD</li> </ul>	<ul style="list-style-type: none"> <li>• LESSER, Christopher: Spokane PD</li> <li>• LOCKREM, Velma: Swinomish Tribal PD</li> <li>• MARSHALL, Aaron: Seattle PD</li> <li>• MCGEE, Cory: Kennewick PD</li> <li>• OLIVERSON, Timothy: Seattle PD</li> <li>• REED, Andrew: Lynnwood PD</li> <li>• ROBERSON, Mathew: Othello PD</li> <li>• SHARIF, Kamal: Kent PD</li> <li>• SUNDBY, Elliott: Camas PD</li> <li>• THOMAS, Dax: Seattle PD</li> <li>• VAN DOORN, Steven: Edmonds PD</li> <li>• WATTS, R Cody: Fish &amp; Wildlife</li> <li>• WELLS, Nicholas: Longview PD</li> <li>• WOLF, Adam: Monroe PD</li> <li>• YEN, John: Spokane PD</li> </ul>	Start Date: August 8, 2013
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## ADMINISTRATION

### Certification Hearing Outcomes

By Sonja Hirsch, Hearing Coordinator

You are now able to view the Statement of Charges (SOC) and Findings of Fact and Conclusions of Law (FOF & COL) for each case under the Certification/Peace Officer Certification/Certification Hearings tab on the WSCJTC's website.

As per WAC 139-06-110, the hearing panel shall enter its final order within 90 days of the conclusion of the hearing. Ten days after the final written order is received by the Hearing Coordinator, the documents will be posted.

A hearing for Adam Leonard, formerly employed by the Lakewood Police Department, was held in late July. His documents have been posted for viewing.

If you have any questions, please contact me at [shirsch@cjtc.state.wa.us](mailto:shirsch@cjtc.state.wa.us).

## CORRECTIONS

### Congratulations COA Class 423 Graduates!

- BEAN, Kendra: Grandview PD
- BOCOOK, Thomas: Spokane Co. Detention Center
- CAMPBELL, Richard: Kitsap Co. SO
- CLARK, Augustus: Spokane Co. Detention Center
- DUNLAP, David: Snohomish Co. SO
- ENNIS, Johnny: Spokane Co. Detention Center
- FITZPATRICK, Megan: Thurston Co. SO
- GARCIA, Karsten: Adams Co. SO
- GILFEATHER, Brittani: Snohomish Co. SO
- HAGENESS, Kelly: Pierce Co. SO
- HOLZNAGEL, Emily: Pierce Co. SO
- HREN, Andrew: Jefferson Co. SO
- KIRBY, Joann: Spokane Co. Detention Center
- KOPF, David: Spokane Co. Detention Center
- MAIER, Roman: Spokane Co. Detention Center
- MCCANN, Owen: Clallam Co. SO

- NEELY, Brian: Asotin Co. SO
- NORTH, Joshua: Thurston Co. SO
- OROSZ, Katalin: Snohomish Co. SO
- OWENS, Jacob: Mason Co. SO
- POOL, Lindsay: Redmond PD
- RICHMAN, Jaylin: Franklin Co. SO
- SCHOENEBERG, Shane: Mason Co. SO
- SMITH, Lindsey: Lincoln Co. SO
- SMITH, Thomas: Snohomish Co. SO
- TRIPLETT, Jeffrey: Kirkland PD
- VANDERMAY, Benjamin: Whatcom Co. SO
- WALTON, James: Skagit Co. SO
- WHEELER, RJ: Lewis Co. SO
- YAKIS, Mark: Spokane Co. Detention Center
- ZIESEMER, Kristopher: Thurston Co. SO

Graduation Date: August 9, 2013

### CORRECTIONS ACADEMIES

SESSION	SELECTION DATE	PAT DATE	START DATE	GRAD DATE
COA 1000-2 (Class 424)	N/A	E: 09/04 W: 09/05	09/09/2013	10/04/2013
JCOA 1049-1	N/A	E: 10/01 W: 10/02	10/07/2013	10/18/2013
JRAA 1047-1	N/A	N/A	10/28/2013	11/08/2013

#### WAC 139-10-210: Withdrawal of WSR 13-13-061

The Washington State Criminal Justice Training Commission is withdrawing WSR 13-13-061 filed on June 18, 2013. The Proposed Rule Making for WAC 139-10-210 may be re-filed at a later date.

If you have questions, contact Rules Coordinator Sonja Hirsch at 206/835-7372 or [shirsch@cjtc.state.wa.us](mailto:shirsch@cjtc.state.wa.us).



**WSCJTC Commissioners****Commission Chair**

**Chief Jeff Myers**  
Hoquiam PD

**Commission Vice Chair**

**Sheriff Bill Elfo**  
Whatcom County SO

**Bob Ferguson**  
Attorney General

**Laura Laughlin**  
FBI, Special Agent in Charge

**Chief John Batiste**  
Washington State Patrol

**Julie Anderson**  
Pierce County Auditor

**Dan Satterberg**  
Prosecuting Attorney  
King County

**Laura Wells**  
Citizen at Large

**Chief Ned Newlin**  
Kitsap County Corrections

**Secretary Bernard Warner**  
Department of Corrections

**Officer Josh Kelsey**  
Lynnwood PD

**Chief Ken Hohenberg**  
Kennewick PD

**Sheriff Garry Lucas**  
Clark County SO

**Deputy Darell Stidham**  
Spokane County SO

**Newsletter Publisher:**

Sonja Hirsch  
Executive Assistant

The newsletter will be distributed monthly, so please have articles, photos, and/or ideas to me by the first of the month.

Email:  
[shirsch@cjtc.state.wa.us](mailto:shirsch@cjtc.state.wa.us)

**Training Calendar****August**

**19-23:** 4127-3 First Level Supervision at WSCJTC  
**19-23:** Child Abuse Interviewing & Investigation at WSCJTC  
**19-23:** PS Rifle Instructor Certification in Tacoma  
**19-23:** Firearms Patrol Rifle Instructor in Tacoma  
**20-21:** Student Threat Assessment Training at WSCJTC  
**22:** CIT-King CO In-Service at WSCJTC  
**23:** Anatomy of Force at WSCJTC  
**26-30:** PS Shotgun Instructor Certification in Tacoma  
**26-30:** Firearms Shotgun Instructor in Tacoma  
**26-30:** Crime Scene Photography-Digital in Kennewick

**September**

**5:** CIT-Youth at WSCJTC  
**9-13:** 0725-2 Telecommunicator I at WSCJTC  
**9-13:** 0681-2 FTO at Vancouver  
**9-13:** NW3C Cyber Investigations course (three sessions) at WSCJTC  
**9-13:** CIT-King CO 40-HR Basic at WSCJTC  
**11:** LEOSA Qualification at WSCJTC  
**11:** Quarterly Commission Meeting WSCJTC, Room E-154 (10 AM)  
**16-20:** 0201-3 Collision Investigation-Basic at Marysville  
**17:** CIT Executive Round Table Training at WSCJTC or uStream  
**18:** CIT-Force Options at WSCJTC  
**19:** CIT-King CO In-Service at WSCJTC  
**19:** Firearms Shotgun Instructor Update in Spokane  
**23-25:** 0743A-1 Comm Supervisor Mod A at WSCJTC  
**23-27:** Child Abuse Interviewing & Investigation in Port Angeles  
**23-27:** CIT Statewide 40-HR Basic in Everett  
**23-Oct 4:** 0202-4 Collision Investigation- Advanced at Moses Lake  
**30-Oct 4:** 4127-2 First Level Supervision at Spokane  
**30-Oct 4:** CIT-King CO 40-HR Basic at WSCJTC  
**30-Oct 4:** 5601-1 PTO at WSCJTC  
**30-Nov 15:** 2004-1 Instructor Development-online with 2 days at WSCJTC

**Happy Birthday!****August**

**5:** DJ McClain  
**9:** Bob Graham & Brian Elliott  
**12:** Sharon Eaton & Commissioner Kelsey  
**16:** Bob Bragg  
**31:** Russ Hicks

**September**

**5:** Brandon Li  
**11:** Sacheie Coaxum  
**20:** Steve Lettic  
**24:** Leanna Bidinger & Commissioner Anderson  
**26:** Valerie Jenkins  
**27:** Greg Baxter  
**28:** Kayla Wold  
**29:** Debbie Mealy